

**TOWNSHIP OF LOWER, COUNTY OF CAPE MAY, STATE OF NEW JERSEY**

**ORDINANCE #2026-17**

Title:       **SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER**

**BE IT ORDAINED** by the Township Council, the governing body of the Township of Lower, County of Cape May, State of New Jersey, that the following ranges and rates of pay are established as follows:

**TOWNSHIP COUNCIL**

| Title          | Minimum |    | Maximum |
|----------------|---------|----|---------|
| Mayor          | 18,000  | to | 23,000  |
| Councilmembers | 15,000  | to | 20,000  |

**AFSCME**

| Title                                | Minimum |    | Maximum |
|--------------------------------------|---------|----|---------|
| Assistant Supt. of Recreation (P/T)  | 27,000  | to | 56,000  |
| Assistant Municipal Tax Collector    | 47,000  | to | 80,000  |
| Assistant Municipal Treasurer        | 51,000  | to | 62,000  |
| Building Inspector Apprentice        | 51,000  | to | 75,000  |
| Building Inspector (P/T)             | 10,000  | to | 48,000  |
| Building Service Worker              | 35,000  | to | 48,000  |
| Building Sub-Code Official           | 5,000   | to | 58,287  |
| Clerk 1                              | 35,000  | to | 55,400  |
| Clerk 2                              | 39,000  | to | 60,000  |
| Clerk 3                              | 43,000  | to | 68,000  |
| Code Enforcement Officer             | 39,000  | to | 56,000  |
| Electrical Sub-Code Official         | 37,769  | to | 58,287  |
| Keyboarding Clerk 1                  | 37,000  | to | 52,000  |
| Keyboarding Clerk 2                  | 39,000  | to | 56,000  |
| Keyboarding Clerk 3                  | 43,000  | to | 72,000  |
| Keyboarding Clerk 4                  | 47,000  | to | 73,000  |
| Plumbing Sub-Code Official           | 5,000   | to | 58,287  |
| Principal Account Clerk              | 43,000  | to | 48,000  |
| Recreation Program Coordinator       | 51,000  | to | 58,000  |
| Registrar Vital Statistics           | 39,000  | to | 55,000  |
| Senior Building Service Worker       | 39,000  | to | 61,600  |
| Senior Code Enforcement Officer      | 43,000  | to | 72,000  |
| Supervising Code Enforcement Officer | 47,000  | to | 77,000  |
| Violations Clerk                     | 43,000  | to | 48,000  |

**ORDINANCE #2026-17****SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****BUREAU OF FIRE SAFETY**

| <b>Title</b>                      | <b>Minimum</b>   |    | <b>Maximum</b>   |
|-----------------------------------|------------------|----|------------------|
| Fire Inspector                    | \$15.49 per hour | to | \$25.00 per hour |
| Fire Investigator                 | 2,500            | to | 2,500            |
| Fire Official                     | 67,000           | to | 96,000           |
| Senior Fire Prevention Specialist | 52,000           | to | 64,000           |
| Fire Prevention Specialist        | 42,000           | to | 68,000           |
| Fire Prevention Specialist (P/T)  | \$15.49 per hour | to | \$25.00 per hour |
| Fire Safety Board Member          | 1,800 annually   | to | 1,800 annually   |

**NON-UNION ADMINISTRATIVE AND MANAGEMENT PERSONNEL**

| <b>Title</b>                     | <b>Minimum</b> |    | <b>Maximum</b> |
|----------------------------------|----------------|----|----------------|
| Chief Financial Officer          | 77,000         | to | 128,000        |
| Confidential Assistant/Secretary | 35,000         | to | 90,000         |
| Deputy Manager                   | 80,000         | to | 100,000        |
| Deputy Municipal Clerk           | 46,000         | to | 82,000         |
| Executive Secretary              | 70,000         | to | 90,000         |
| Human Resources Officer          | 50,000         | to | 70,000         |
| Municipal Clerk                  | 74,000         | to | 127,000        |
| Personnel Officer                | 70,000         | to | 90,000         |
| Municipal Manager                | 100,000        | to | 160,000        |
| Treasurer                        | 60,000         | to | 95,000         |

**NON-UNION POLICE PERSONNEL**

| <b>Title</b>           | <b>Minimum</b> |    | <b>Maximum</b> |
|------------------------|----------------|----|----------------|
| Chief of Police        | 107,584        | to | 192,672        |
| Deputy Chief of Police | 107,584        | to | 182,000        |

**ORDINANCE #2026-17****SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****POLICE PERSONNEL**

| Title                            | Minimum          |    | Maximum          |
|----------------------------------|------------------|----|------------------|
| Police Sergeant                  | 86,051           | to | 136,000          |
| Police Officer                   | 33,000           | to | 130,000          |
| Special Law Enforcement Class II | \$15.49 per hour | to | \$25.00 per hour |

**Special Law Enforcement Officers without Police Academy certification:** Applicable minimum wage established by the New Jersey Department of Labor and Workforce Development.

**PUBLIC WORKS PERSONNEL PER HOUR**

| Title                                 | Minimum |    | Maximum |
|---------------------------------------|---------|----|---------|
| Equipment Operator                    | 23.81   | to | 38.00   |
| Sr. Equipment Operator                | 23.81   | to | 41.00   |
| Laborer 1                             | 17.50   | to | 35.50   |
| Laborer 2                             | 18.75   | to | 35.00   |
| Laborer 3                             | 18.75   | to | 35.00   |
| Maintenance Repair                    | 23.06   | to | 36.00   |
| Maintenance Worker 1 Grounds          | 18.75   | to | 26.00   |
| Mechanic                              | 18.75   | to | 41.00   |
| Mechanic Diesel                       | 18.75   | to | 61.00   |
| Mechanics Helper                      | 24.14   | to | 35.50   |
| Motor Broom Driver                    | 22.58   | to | 47.00   |
| Parks & Rec Maint. Worker/Grounds     | 17.42   | to | 26.00   |
| Senior Maintenance Repair             | 28.25   | to | 45.00   |
| Senior Mechanic Diesel (no employees) | 28.25   | to | 45.00   |
| Supervising Equipment Operator        | 25.82   | to | 48.00   |
| Supervising Mechanic Diesel           | 38.00   | to | 48.00   |

**SUPERIOR OFFICERS POLICE**

| Title             | Minimum |    | Maximum |
|-------------------|---------|----|---------|
| Police Captain    | 100,034 | to | 170,000 |
| Police Lieutenant | 94,000  | to | 157,000 |

**ORDINANCE #2026-17****SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****SUPERVISORS UNION**

| <b>Title</b>                            | <b>Minimum</b> |    | <b>Maximum</b> |
|-----------------------------------------|----------------|----|----------------|
| Administrative Secretary/Office Manager | 52,000         | to | 68,720         |
| Chief Code Enforcement Officer          | 52,000         | to | 82,932         |
| Construction Official                   | 52,000         | to | 99,000         |
| Deputy Municipal Court Administrator    | 45,000         | to | 71,350         |
| Deputy Tax Assessor                     | 50,000         | to | 90,300         |
| General Supervisor Public Works         | 59,000         | to | 108,000        |
| Municipal Court Administrator           | 55,000         | to | 95,890         |
| Senior Planner                          | 60,000         | to | 128,270        |
| Purchasing Agent                        | 45,000         | to | 92,000         |
| Superintendent of Public Works          | 75,000         | to | 136,216        |
| Superintendent of Recreation            | 56,000         | to | 99,970         |
| Tax Assessor                            | 60,000         | to | 103,000        |
| Tax Collector                           | 60,000         | to | 118,000        |

**ADDITIONAL TITLES AND COMPENSATION**

| <b>Title</b>                                             | <b>Minimum</b> |    | <b>Maximum</b> |
|----------------------------------------------------------|----------------|----|----------------|
| Accreditation Manager/Rave Police Dept                   | 1,000          | to | 1,500          |
| Court Administrator /Shared Middle/Wildwood Crest        | 45,000         | to | 45,000         |
| Court Attendant /Shared Agreement                        | 5,000          | to | 9,000          |
| Clean Communities Coordinator                            | 3,500          | to | 5,000          |
| Deputy Court Administrator /Shared Middle/Wildwood Crest | 30,000         | to | 30,000         |
| Deputy Emergency Management Coordinator                  | 2,000          | to | 7,000          |
| Digital Records Coordinator                              | 1,000          | to | 3,000          |
| District Recycling Coordinator                           | 2,500          | to | 5,000          |
| Fire Protection Sub-Code Official                        | 1,000          | to | 21,000         |
| Flood Plan Manager (CRS)                                 | 1,000          | to | 10,000         |
| Government Deals Coordinator                             | 1,000          | to | 1,000          |
| IT Technical Assistant/ Police Department                | 1,000          | to | 1,500          |
| JIF Fund Commissioner                                    | 2,000          | to | 3,000          |

**ORDINANCE #2026-17****SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)**

|                                         |                  |    |                  |
|-----------------------------------------|------------------|----|------------------|
| JIF Safety Coordinator                  | 2,000            | to | 3,000            |
| JIF OSHA Compliance Coordinator         | 1,000            | to | 1,000            |
| JIF Claims Coordinator                  | 2,000            | to | 2,000            |
| Key Control Coordinator                 | 1,000            | to | 1,500            |
| Lifeguard/Swimming Instructor           | \$15.49 per hour | to | \$20.00 per hour |
| Municipal Emergency Mngt Coord.         | 6,900            | to | 10,000           |
| Municipal Judge                         | 40,000           | to | 54,800           |
| Municipal Judge/Shared Wildwood Crest   | 20,000           | to | 20,000           |
| Municipal Judge/Shared Middle Township  | 72,000           | to | 72,000           |
| Park Attendant                          | \$15.49 per hour | to | \$16.00 per hour |
| Prosecutor                              | 45,000           | to | 45,000           |
| Prosecutor/Shared Wildwood Crest        | 20,000           | to | 20,000           |
| Prosecutor/Shared Middle Township       | 46,000           | to | 46,000           |
| Public Defender                         | 17,000           | to | 17,000           |
| Public Defender / Shared Wildwood Crest | 14,000           | to | 14,000           |
| Public Defender / Shared                | 18,600           | to | 18,600           |
| Recreation Leader                       | \$15.49 per hour | to | \$25.00 per hour |
| Public Relations Coordinator            | 1,000            | to | 3,000            |
| Recording Secretary Fire                | 1,000            | to | 2,300            |
| Recording Secretary Planning            | 3,000            | to | 3,000            |
| Recreation Aide                         | \$15.49 per hour | to | \$20.00 per hour |
| Right to Know Coordinator               | 3,500            | to | 3,500            |
| Short Term Rental Coordinator           | 3,000            | to | 3,000            |

**Section 2 Use of Private Automobiles**

Prior approval from the Manager's Office is required for owners of private automobiles that are used for travel in connection with Township business. Owners shall be reimbursed for the use of such automobiles in accordance with the business-use mileage rate established by the Internal Revenue Service in the year in which the travel occurred. All employees who use their personal automobiles for Township business must furnish the Department of Revenue and Finance with a certificate of insurance supplied by the employee's insurance agent.

**Section 3 Salaries Within Established Ranges**

Whenever a salary range is provided in this ordinance, the Township Council, pursuant to the Lower Township Administrative Code and pursuant to contract, shall determine the salary of the employees involved in the range, such determination to be made on the basis of time holding the position, experience, ability, and performance. The Township shall not be obligated with respect to any employee to grant an increase in any year, except as may be provided by contract.

## ORDINANCE #2026-17

### SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

- A. The Township Clerk shall be granted the same salary increase as shall be agreed for the Township Chief Financial Officer/Treasurer, Township Tax Assessor, and Township Tax Collector pursuant to contract and New Jersey State Statute.
- B. Permanent managerial/confidential employees not part of any bargaining unit by nature of their position shall continue to be governed by and receive the same benefits pursuant to the union contract which governs their annual increase.
- C. All other non-union personnel shall be granted such salary increases as approved by the Township Council.

#### Section 4 Shared Municipal Court Personnel and Compensation

- A. Upon the effective date of an authorized shared-services agreement under which the Township of Lower provides shared municipal court services, an employee appointed, assigned, or transferred to a position in the shared municipal court shall be compensated within the salary range established in Section 1 for the applicable title. The employee's actual salary and the effective date thereof shall be established by separate personnel action in accordance with the shared-services agreement, applicable Civil Service requirements, Judiciary approvals, any applicable collective bargaining agreement or employment contract, and the availability of appropriated funds.
- B. Any compensation identified in Section 1 as "Shared" or "Shared Agreement" shall constitute supplemental compensation for additional duties performed in connection with a shared municipal court agreement and shall be separate from the employee's regular base salary. Such supplemental compensation shall be approved by the Township Council and may be prorated, modified, suspended, or discontinued if the employee's additional duties or the applicable shared-services agreement are modified or terminated. Supplemental compensation shall not constitute pensionable compensation except to the extent permitted by applicable law and the rules and determinations of the New Jersey Division of Pensions and Benefits.
- C. The establishment of a salary range or supplemental compensation in this Ordinance shall not, by itself, appoint or transfer an employee, establish an employee's actual salary or effective date, create an entitlement to any salary or supplemental compensation, or alter an employee's Civil Service status. All appointments, transfers, compensation determinations, and other personnel actions shall be separately authorized and completed in accordance with applicable law and all required Township, Civil Service Commission, and Judiciary approvals.

**Section 5 Health and Other Insurance Plans:** The Chief Executive Officer is hereby authorized to adopt a group hospitalization plan and other insurance plans pursuant to contract and to provide that such premiums be paid by the Township of Lower.

**Section 6 Overtime:** The Township Council is hereby authorized to award overtime pay at the rate of one and one-half of the regular rate, in accordance with the Federal Labor Standards Act applicable thereto, pursuant to contracts for all employees.

**Section 7 Repealer:** All other ordinances in conflict or inconsistent with this ordinance are hereby repealed to the extent of such conflict or inconsistency.

ORDINANCE #2026-17

SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

First Reading: September 21, 2026

\_\_\_\_\_  
Thomas Conrad, Councilmember

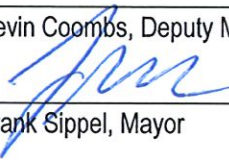
Second Reading: *October 5, 2026*

\_\_\_\_\_  
Joseph Wareham, Councilmember

\_\_\_\_\_  
Roland Roy, Jr., Councilmember

Attest: \_\_\_\_\_  
Karen S. Fournier, Township Clerk

\_\_\_\_\_  
Kevin Coombs, Deputy Mayor

  
\_\_\_\_\_  
Frank Sippel, Mayor